

TO: All Employees/Tribal Community

FROM: Kendal M. Perron, Director of Human Resources

DATE: 1/10/24

RE: Annual Grievance Board Selection Process

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Section 405.3 of the Bay Mills Personnel Policies & Procedures reads:

405.3 There shall be a Grievance Board created for the purpose of hearing grievances as defined above in Section 406.2.

The Human Resources Director will post a vacancy announcement at the end of each calendar year. Any employee or community member interested in becoming a member of the Grievance Board will submit a short narrative to the Human Resources Director within 14 days from the date of posting. This narrative will briefly state their individual reasons for wanting to participate in this grievance process. The Human Resources Director will bring all submissions to the Executive Council for review and selection. The Executive Council may select up to 20 candidates, ensuring adequate representation between management/non-management and tribal/non-tribal candidates.

Anyone interested in becoming a member of the grievance board for the 2024 year please submit a notice of intent to the Human Resources Director before January 24, 2024. The current grievance board will be in place until further notice.

The executive council will select up to 20 individuals from throughout the entire organization and community to secure a one-year term on the Grievance Board. Both management and non-management, tribal/non-tribal are eligible to serve on this board.